

# 2016 - 2017 Seabird Island Annual Report





## SEABIRD ISLAND BAND COUNCIL MISSION STATEMENT

Seabird Island Band exists to promote a healthier, self-sufficient, self-governing, unified and educated community. We believe that a healthy community is one that has achieved physical, emotional, mental, spiritual and cultural balance.

We work towards building a community where communal pride and respect are based on family values and respect for other people's values, views and ideas. We want to co-exist with other communities and governments while exerting our right to be a self-governing nation.

Seabird Island Band promotes full employment, the development of our local economy and improved housing conditions. We want our community to be a safe and prosperous place for our people. We aim at achieving a good standard of living for all our Band Members.

Seabird Island Band will accomplish this mission with the energy of our youth, the wisdom of our elders, the strength of our families, the vision and determination of our political leaders, the guidance of our spiritual and cultural leaders and the contributions of our staff members.

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2016 - 2017 Theme

# Interdependence

**How the traditional First Nation  
~ Cycle of Life ~  
meaning relates to  
Interdependence.**

This interdependence cycle includes our connection to Mother Earth and the Universe, including other people (personal relationships, family, neighborhoods, communities, nations), all of the plants, our four legged brothers and sisters, the finned ones, the winged ones and ultimately the Great Spirit.

**Cover Image:** The webbing in the dream catcher embodies the avenues of ties, how we are woven together. The earth and stars in the background represent the distance these connections effect. The circle, round with no edges or corners, symbolizes a never ending cycle.

This theme will be carried forward into 2017-2018 as well.





# Interdependence Definition

**The quality or condition of being interdependent, or mutually reliant on each other**

Globalization of economies leads to an ever-increasing interdependence of countries.

There is a great deal of interdependence between plants and animals – the cycle of life. Plants depend on soil, water, air and sunlight. Likewise, animals depend on plants or other animals and sometimes both. People also depend on each other and on nature.

Interdependence reinforces that everyone and everything is connected, is worthy of respect and caring and has a place in the grand scheme of life.

A cycle of working together and the science of connection! We need to take care of it, for it to take care of us!



**ELECTED COUNCIL MEMBERS 2014 - 2016**

<b>Chief</b>	<b>Portfolio</b>
Clem Seymour	<ul style="list-style-type: none"> <li>• Executive Chair</li> <li>• Youth &amp; Elders</li> </ul>
<b>Councillors</b>	<b>Portfolio</b>
Art Andrew	<ul style="list-style-type: none"> <li>• Lands Advisory - Committee Co-Chair</li> <li>• Health &amp; Social Development               <ul style="list-style-type: none"> <li>◆ Health - Committee Co-Chair</li> <li>◆ Recreation &amp; Community Services</li> </ul> </li> <li>• Membership</li> </ul>
Carol Hope	<ul style="list-style-type: none"> <li>• Executive - Committee</li> <li>• Health &amp; Social Development               <ul style="list-style-type: none"> <li>◆ Health - Committee Back-up</li> <li>◆ Child and Family</li> <li>◆ Seabird College - Committee Interim Chair</li> </ul> </li> </ul>
Arlene (Lolly) Andrew	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Education Co-Chair</li> <li>• Finance Audit - Committee Back-up</li> <li>• Health - Committee Chair</li> <li>• Membership Committee</li> <li>• Wellness Committee</li> </ul>
Jim Harris	<ul style="list-style-type: none"> <li>• Executive</li> <li>• Corporate Affairs</li> <li>• Sqéwqel Development Corporation - Vice President</li> <li>• Safety &amp; Emergency Services Committee</li> <li>• Housing, Capital &amp; Public Works</li> <li>• Youth and Elders</li> </ul>

Vivian Ferguson	<ul style="list-style-type: none"> <li>• Council Executive Committee Co-Chair</li> <li>• Administration               <ul style="list-style-type: none"> <li>◆ Finance &amp; Audit - Committee Co-Chair</li> </ul> </li> <li>• Education Committee - Alternate</li> </ul>
Jason Campbell	<ul style="list-style-type: none"> <li>• Corporate Affairs</li> <li>• Justice - Committee Co-Chair</li> <li>• Sqéwqel Development Corporation Board - Back-up</li> <li>• Lands - Committee Chair</li> <li>• Culture, Language &amp; Heritage (Sqǽp) - Committee Co-Chair</li> <li>• Seabird College Committee - Alternate</li> <li>• Safety &amp; Emergency Services Committee</li> </ul>
Margaret (Maggie) Pettis	<ul style="list-style-type: none"> <li>• Culture, Language &amp; Heritage (Sqǽp) - Committee Chair</li> <li>• Health - Committee               <ul style="list-style-type: none"> <li>◆ Health Child &amp; Family Services</li> <li>◆ Early Childhood Education Program</li> </ul> </li> <li>• Education - Committee Chair</li> <li>• Wellness Committee</li> </ul>
Alexis Grace	<ul style="list-style-type: none"> <li>• Housing, Capital &amp; Public Works - Chair</li> <li>• Justice - Committee Chair</li> <li>• Sqéwqel Development Corporation - Board Co-Chair</li> <li>• Safety &amp; Emergency Services Committee</li> </ul>
Marcia (Marcie) Peters	<ul style="list-style-type: none"> <li>• Administration               <ul style="list-style-type: none"> <li>◆ Finance &amp; Audit - Committee Chair</li> </ul> </li> <li>• Housing, Capital &amp; Public Works</li> </ul>



# Administration



## Lisa Douglas, Finance Director



We have experienced a steady climb in revenue since 2005. This growth has resulted in financial success for the fiscal year. Health and Social Development as well as Education have remained our largest sources of revenue. This year, there were several new or expanded programs and with this, we have continued to grow in personnel and services.

While some functions in Finance and Administration have experienced steady volumes, others are leveling out. This year, Information Management (Records and Information Technology) were added to Finance and Administration.

Staffing growth has continued to rise this fiscal year with Health and Social Development staff making up over half of the employees. This noticeable growth can be linked to the positions created through the Comprehensive Sustainable Community Plan.

Overall, cross-departmental cooperation and communication has increased in many positive ways throughout the organization over the years. We appreciate the effort and input from staff and managers in all departments.

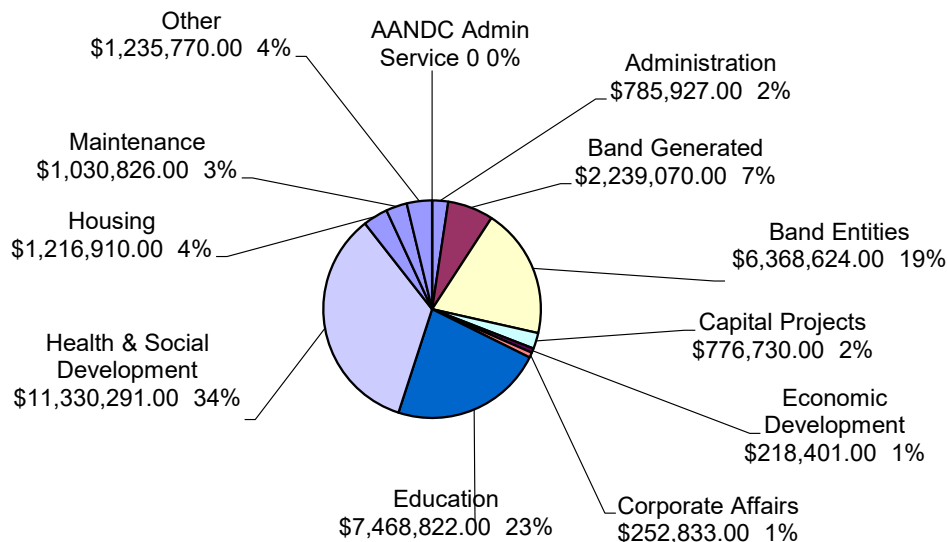
Finance and Administration staff have been working hard to continue improving systems and procedures to better serve the staff and community members. Help Desks and Purchase Orders are the newest systems and procedures added this year. They have proven to be valuable tools for assisting staff in various departments.

Streamlining, reporting and compliance have been a big focus. We do our best to assist in a fair and equitable manner. We would like to thank everyone for their support and understanding.

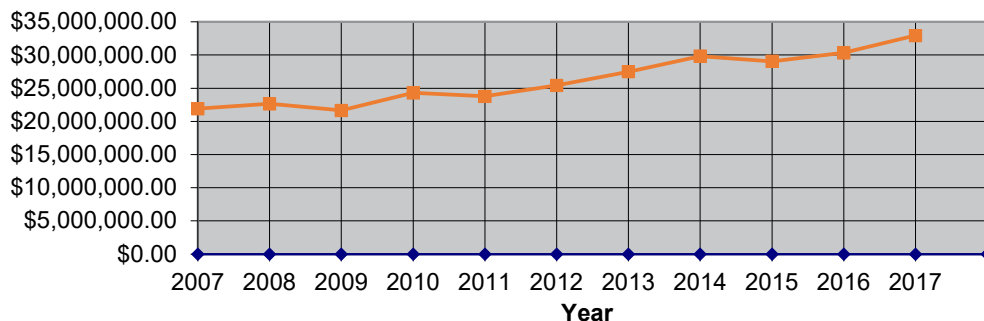
We look forward to serving you in the coming year and hope to offer further enhancements to our services.



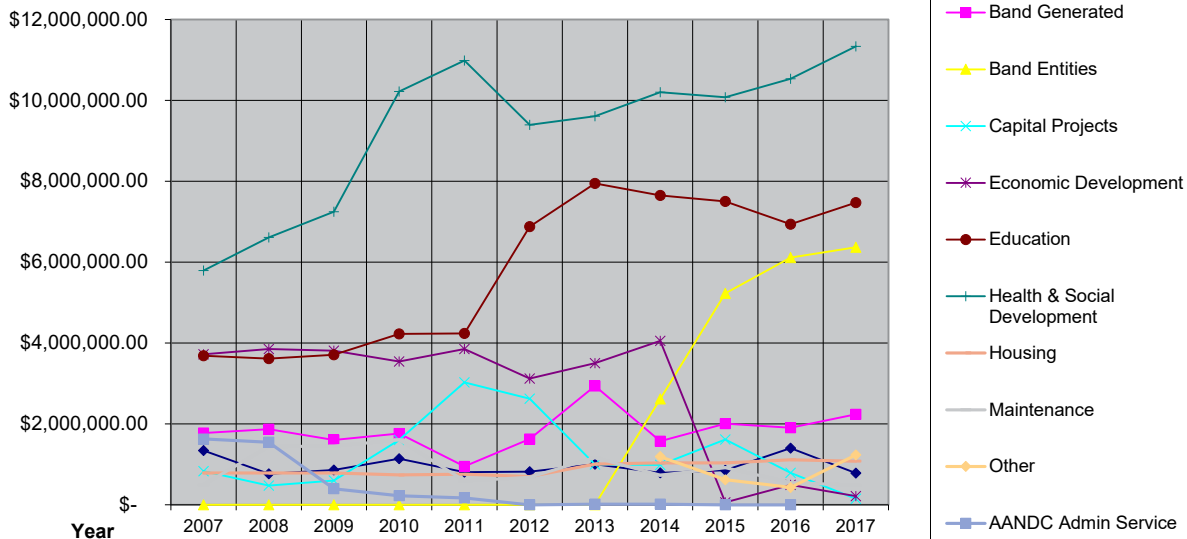
### Revenue by Department



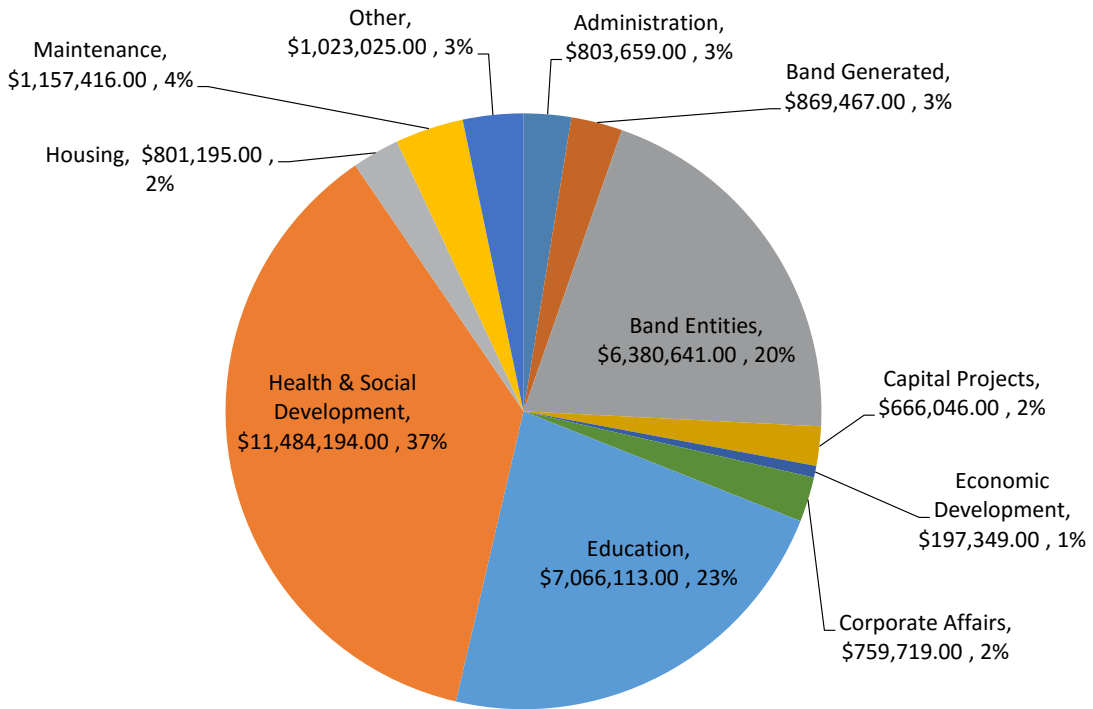
### Total Revenue Growth - 2007 to 2017



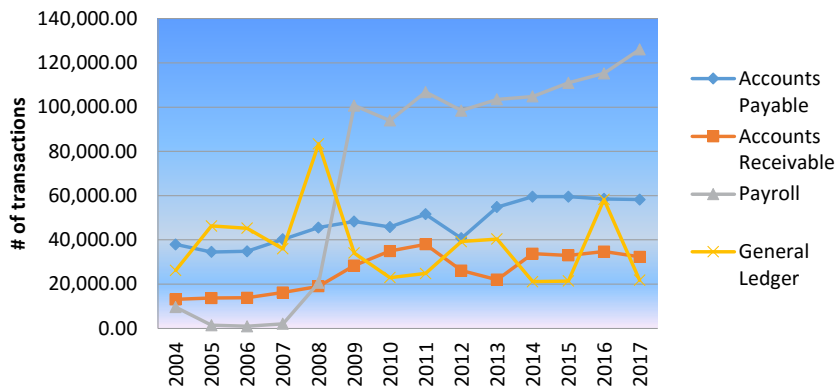
### Revenue Growth by Department - 2007 to 2017



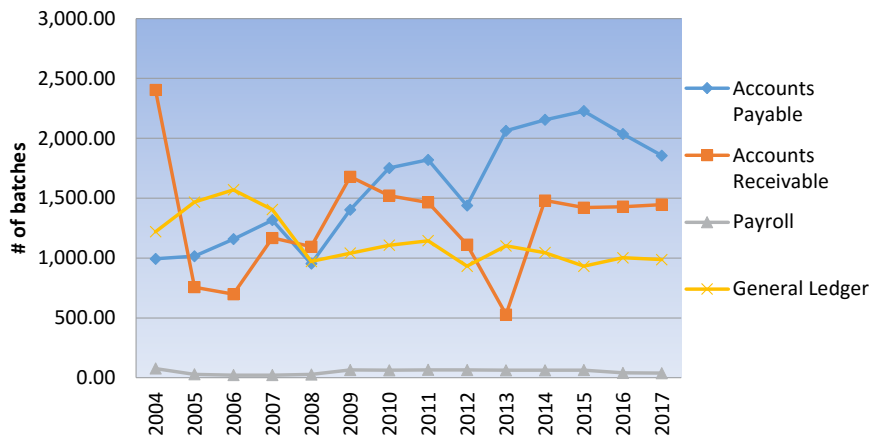
### Expense by Department



### Finance Transactions

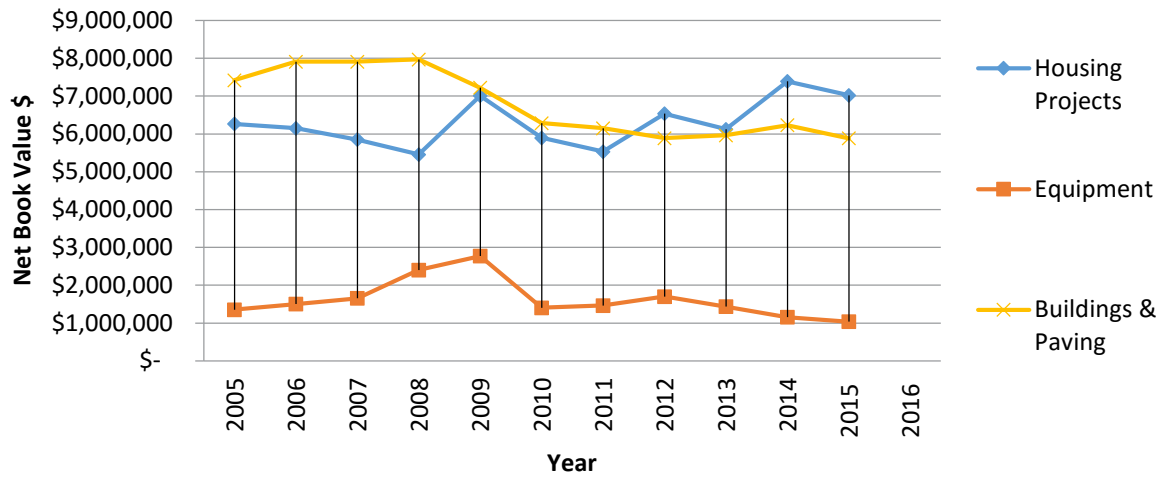


### Finance Batches Growth

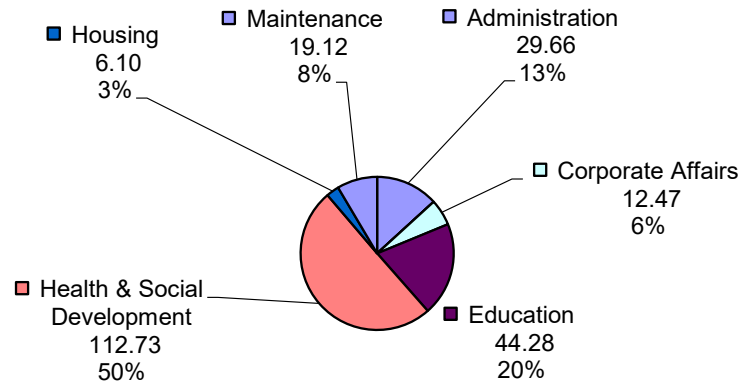




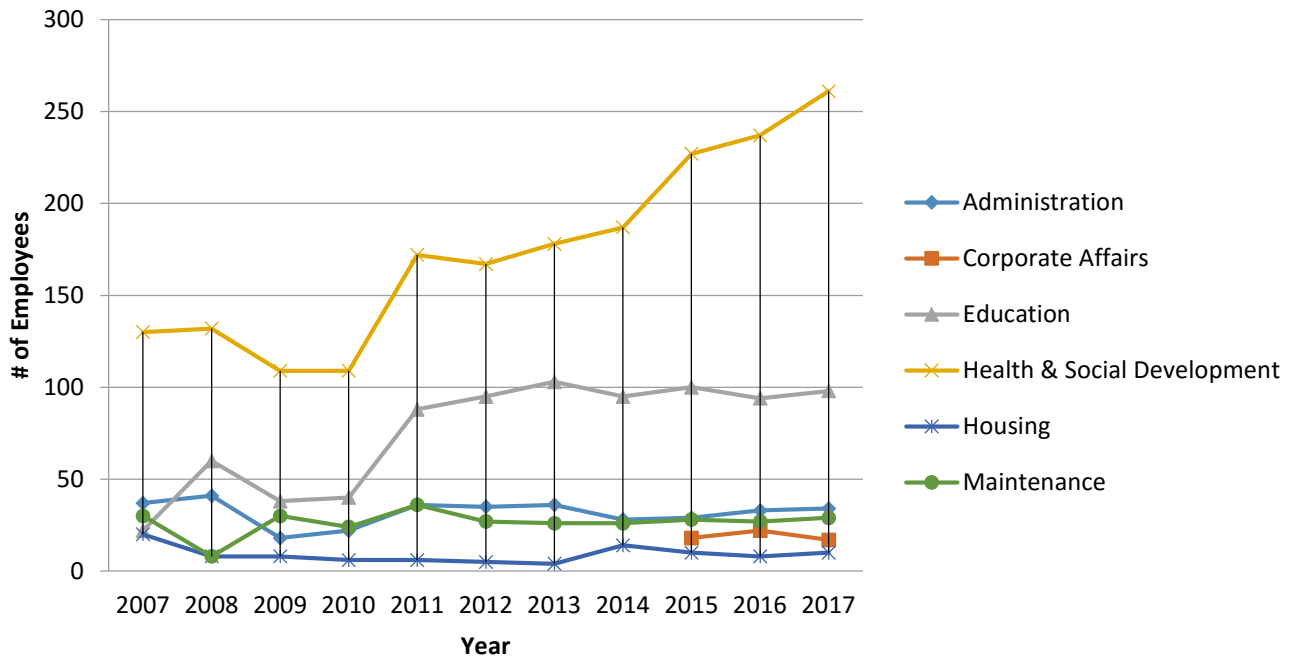
## Capital Assets



## # Person Years By Department



## Employee Growth Chart





## INFORMATION MANAGEMENT

*Technology presents new challenges and new opportunities. The pace and the intensity of technological advancement—our ability to create, store, use and share mass amounts of digital information and data—are really at the heart of some of the biggest challenges facing privacy and access to information today. We’ve moved from a paper-based system to an era where most records are “born digital”.*

Good privacy, security and records management practices are closely linked and key to a healthy organization. Open and constant communication among these areas is vital to a successful governance model for any organization.

Privacy is the right of an individual to control his or her personal information.

Records management is the systematic control of Seabird’s records, both paper and electronic.

Information security is the protection of Seabird’s electronic information and supporting systems from risks such as unauthorized creation, collection, access, use, disclosure, disruption, modification or destruction.

Over the past year the Information Management (Records) staff including Mail Management services continued to provide advice to units to assist in their records and mail management practices. This covered such matters as: reviewing requests for disposition, including transfer to Archives; email and shared drive management advice; secure destruction of records and the information flow of mail.

Interaction with our Membership has been exceptionally valuable and very resourceful.

We look forward to the coming year of new and continual governance, integrating strategic planning, promoting an open and transparent environment and interaction with our Membership, Chief and Council, Directors and Staff.

## HUMAN RESOURCES

Human Resources uses a Help Desk to process and track transactions related to personnel.

### RECRUITMENT:

Full-time positions:	86
Part-time positions:	13
On-call positions:	5
<b>Number of tickets raised:</b>	<b>104</b>

### HIRING:

Full-time positions:	142
Part-time positions:	16
On-call positions:	127
<b>Number of tickets raised:</b>	<b>285</b>

### CHANGES:

Role or authority changes:	118
Door access changes:	55
Equipments changes:	27
Misc. (Address change, name change):	2
<b>Number of tickets raised:</b>	<b>202</b>

### TERMINATIONS:

Resignations or terminations	11
Contract ended:	56
Retirement:	2
<b>Number of tickets raised:</b>	<b>69</b>





## INFORMATION TECHNOLOGY

**Information Technology (IT) is split into two teams: Enterprise Technology and Technical Support and Services.**

Enterprise Technology manages and maintains network infrastructure, oversees large-scale projects, security and researches new technology to fit the needs of its multiple departments and projects. The Technical Support and Services team assists staff with computer-related problems or concerns. Ensuring staff are able to utilize the technology they need for their job.

Although the teams have different focuses, they work together to ensure overall IT services are responsive and reliable.

Gavin Peters became a full-time employee this year and has proven to be a valuable member of the team. Gavin came to us through Seabird's Youth Experience Program and through his excellent work ethic, dependability and effort, he has secured a permanent full-time position within IT.

### Enterprise Technology

Phase one of the Last Mile initiative has been completed and is working well serving clients unreachable by Seabird Wi-Fi. The primary challenges with this project has been gaining access to homes. In the year to come, plans are in progress to address the various issues hindering the last few connections. Currently we have 29 homes connected with only

4 homes being problematic due to access from the street. Phase two planning of the Last Mile initiative is underway.

We have segmented Seabird Wi-Fi into smaller networks, providing noticeably better service overall. We are investigating new technology which promises to reach further, offers better speeds and is less affected by obstacles. However, this is very new and will most likely need some time to mature. We hope to run tests next year and provided they are successful, Seabird may see the service available by late 2018.

To streamline Payroll, we have implemented online time sheet software within the Finance and Administration department. We plan to roll the software out to other departments over the next two years. Online time sheets increase accountability and add flexibility for staff to enter from anywhere, primarily benefitting mobile staff, supervisors and Payroll.

Working with Content Communications, we have afforded the ability of a secure website for Band Members only. This website provides valuable information relevant to Members, in time, will allow for open discussions on topics important to all.

Enterprise Technology will continue to improve our network infrastructure which, due to age, doesn't meet performance standards. The process of upgrading the network began this year and will continue next year. We hope to increase performance at each workstation, improving overall security and staff efficiency.



# Seabird Festival





# Lands & Government Affairs



## Dean Cherkas, Lands & Government Affairs Director



This year, the Lands & Government Affairs team have been focused and busy. We have had many successes that will give us the momentum to push forward. Our teams have continued to evolve with the addition of Economic Development Governance which was added this fall.

The Lands and Government Affairs team may be small, but it is very important to the success of Seabird Island both on-reserve and within the traditional land interests of its membership.

Now that the community has ratified the Land Use Plan, it is time to implement further laws, policies and processes that support a standardized approach to overall land management and also, to create opportunities for economic growth. As a department, you will see our presence more than ever. Lands is becoming much more involved in land inspections and is doing random patrols, following up on complaints and providing information to Members. Band Members can rest assured that we are committed to the protection of our lands and resources on and off reserve.



Daemon Naistus, Donna Andrew, Carol Hope, Dean Cherkas, Zorana Edwards-Shippentower, Valerie Pettis, Pearl Penner, Kristy Johnson  
Sally Hope, Danielle Gabriel, Sandra Bobb. *Missing from the photo Lori Burns, Phaine Wegener & Trevor Morrison*





## ABORIGINAL RIGHTS & TITLE

Aboriginal Rights & Title is involved in fish planning, research, fieldwork, referrals, monitoring of heritage and environmental projects as well as consultation with various fishermen and communities.

This year, we began work on a new process for dealing with incoming referrals from across industry. We worked together with other Lands & Government Affairs teams to create a process that would work for our community. Once this was fully implemented, we began meeting with industry to inform them of the changes.

We've been very involved in fish planning for all species throughout the season, including eulachon harvest planning and sharing. The sharing plan consists of small amounts of eulachon, which we package and deliver to our Elders. Nations came together to discuss the Early Time Chinook. Small openings have a huge impact on all communities as it is one of our main food sources. Seabird did not sign the Comprehensive Fisheries Agreement in 2016, as such we were able to have the opportunity to participate in openings into November.

Aboriginal Rights & Title has also hosted several educational events and workshops for elementary and secondary schools. We presented our history and traditions in the form of a digital presentation and provided students with traditional foods. The schools were very receptive of these workshops and continue to reach out to us to plan future events.



## MEMBERSHIP

The Indian Registration Administrator and Membership Clerk assists the Indian Registrar in maintaining the integrity of the information contained within the Indian Register which consists of births, deaths, marriages, divorces and transfers.

### Member Profile

Membership	2013	2015	2017
<b>Male</b>	442	456	482
<b>Female</b>	476	500	520
<b>On reserve</b>	546	556	421
<b>Off reserve</b>	372	400	581
<b>Total population</b>	918	956	1002



*Names left to right: Zorana Edwards-Shippentower, Sandra Bobb & Kristy Johnson. Missing from photo Phaine Wegener*

## COMMUNICATIONS

Since the development of the Communications Program in 2009 we have established a wide range of services.

Together we work on newsletters, funeral pamphlets and more. Through our newsletter, website, social media and a variety of other documents the, Communications team reaches hundreds of thousands of people annually. In an effort to clarify and improve the effectiveness of other communications processes, the team is split into two main functions Content and Graphics.

### **Content Communications:**

Content Communications focuses on journalism, websites design, social media, digital signage, community and media relations, staff communication, internal Help Desks, as well as editorial photography.

Digital Communications creates and monitors all on-line information. This is information designed to be posted digitally on our websites, social media and digital message boards (TV's) .

### **Graphic Communications:**

Graphic Communications focuses on designing documents with layout and formatting that make all documents readable, inviting and friendly.

The Graphic Communication team oversees community and media relations. Using digital print technology.

In the next fiscal year, Communications hopes to add additional services.





## Content Communications

This past year, Content continued focus on assembling and writing articles for our bi-monthly newsletter. The newsletter distributed via email and social media to a large public audience as well as delivered to 220 homes within the community. Our move to offering a bi-monthly newsletter has allowed Content to focus on providing more information in a frequent manner. Moving forward, we aspire to present a wide-range of editorials that focus on the community, as well as news items that impact us, such as the Ontario 60's Scoop legal action which we've covered this year.

Our social media accounts have continued to be our most active means of communication. We have over 2,200 followers on Facebook and Twitter. We also post daily wrap-ups of planned event for the next day so the community can plan ahead. Using a mix of our telecommunication tools, Content is working hard to keep our membership informed.

The Editing Team has been very involved in the review of articles in preparation of public release.

Content took over the Staff Daily News last fiscal year and has continued to use it to share internal information about training opportunities, news, upcoming events and room bookings at the beginning

of each workday. Moving forward, we plan to have this tool available on our Staff Portal to reduce the drain on our email storage server while making them available to staff from home.

Content has taken on additional responsibilities in partnership with Sqéwqel Development Corporation using social media to assist communication efforts for their Business Forum.

In the next fiscal year, Content Communications will be deploying a brand new outdoor digital sign, located outside Seabird Island Community School. This new sign will run advertisements about upcoming events and important news. It's expected to be in place for late July 2017. We are also looking to expand our communications methods by creating a monthly email to our mySeabird users about important news and upcoming events and improving internal communications through the development of a new Staff Portal.



## Graphic Communications

Design changes the world for so many people. Great design can inspire people to read, also making documents easier for people of all reading levels to understand.

We work with all departments, staff and membership. Ensuring everybody feels inspired and knowledgeable about the wide variety of services available.

The Graphic Communication team had several training sessions on the new Konica printer.

Each year we complete thousands of design and production tasks. Our two largest projects continue to be the Seabird Annual Report and the Seabird Calendar. Both of these projects take many months of planning and development.

Each year we take photos at hundreds of events, at many of these events we offer personal portraits. The First Nations Health Authority requested our

photography services on more than one occasion. We were also requested to provide our photography services at the Annual First Nations Business Forum in Harrison.

We took on the monumental task of managing the development and distribution of communications for Elections and Referendums.

Our goal is to ensure that eventually all public communication materials centralize. This will reduce misrepresentation, ensures consistency and upholds standards. Documents planned in advance and easy to comprehend, ensures that everybody is included, informed, inspired and increasingly satisfied with decisions.





## LANDS

Lands works to preserve and maintain reserve lands and resources. Using our Land Code as a guide, we administer and regulate the respectful and responsible use of our land. We utilize traditional laws and teachings, including:

- It is good to remember the teachings of our ancestors
- Respect all things
- Don't waste, ruin, destroy everything, only take what you need
- This is our land; we have to take care of everything that belongs to us

### Land Use Plan

Through the guidance of the Lands Advisory Committee, a series of meetings were scheduled to ensure the community's voice emanated throughout the Land Use Plan. Concerns raised by Members regarding efficiency for rezoning areas have prompted the Committee to revisit a couple of areas to look at what is best suited for the community. Overall, the progression of the proposed draft Plan has been completed and taken to a referendum vote in accordance with the Seabird Island Land Code section 56.1, which received enough votes for approval.

### Consulting

We continue to work on bringing together industry and partners to share ideas that will shape the futures of our professional development and relationship building. The province is legally obligated to consult and accommodate First Nations, where required, on land and resource decisions that could impact Aboriginal interests. Also, proponents are generally encouraged to engage with First Nations as early as possible in the planning stages to build relationships for information sharing purposes that may support consultation processes. We have strengthened our relationships with BC Oil & Gas, Fraser Basin Council, Ministry of Forest, Lands and Natural Resource Operations and British Columbia Timber Sales utilizing this process.



Seabird Island Community School students learn how to skin a deer.





# Education



## Laurie Bizero, Education Director



Ey swáyel,

Education worked diligently to recognize its strategic plan this fiscal year. Literacy, numeracy, attendance, language and culture acquisition as well as parent engagement plans aligned with numerous components of the strategic plan for school excellence. In-School and Post-Secondary programs aligned with the School's to deliver a comprehensive education model, reflecting our community values.

Education heralds lifelong learning. Staff and students work collaboratively to ensure individual and collective academic excellence in a holistic framework. Our Education Committee reviewed the strategic plan, old policies, developed new policies and planned for future needs.

Partnerships were developed and strengthened between: Seabird Island, the Ministry of Education, First Nations Education Steering Committee, First

Nations Schools Association, Indigenous and Northern Affairs Canada, School District #78, Fraser River Discovery Centre and numerous other public and private groups. Education is presently reaching out to new literacy partners. We are also looking at new ways to increase parent engagement with our new Parent Advisory Council.

We are developing a blended K4 program for our students. We wish to provide an additional year to prepare our students further for literacy success. We are working with Health & Social Development to develop this new program for our four-year-olds and their next steps in literacy success in a holistic K4 program.

We are honoured to support your dreams and recognize the gifts of individuals and we are committed to celebrating these gifts. We look forward to serving you anew!





## SEABIRD ISLAND COMMUNITY SCHOOL

In 2016, we had 205 students enrolled K-12. We also celebrated 23 grade 7 students graduated this year, which is the highest number of grade 7 graduates at our school.

June 2017, Seabird Island Community School had our highest number of students graduating with Dogwood diplomas in the history of our school, 9 students.

For the first time, our intermediate students participated in a First Nations basketball tournament in Kamloops, placing second overall. This was a remarkable effort on their part as well as their coach Mr. Swaney and it was great to see their persistence and sportsmanship throughout the tournament.

This year, we added two Elders to our staff. They provide a great help to the students sharing their struggles and stories, working with students on projects like improving the sweat lodge, building a shed for wood for the sweat as well as teaching students art and basket weaving.

### Literacy

Our goal is to have kindergarten to grade 6 students make at least one year's progress in one year. This has steadily increased since 2015 with;

- 2015 – 42%
- 2016 – 52%
- 2017 – 57%

All kindergarten students and 85% of grade 5 students made at least one year's progress in 2017.

Our Teddy Bear Picnic event was very well received by students and it was a great celebration of reading. We have sent home five books with every kindergarten to grade 7 student to read over the summer as a means of attempting to encourage the love of reading and reduce literacy loss.

### Numeracy

We implemented Saxon Math school wide in September of 2016 and applied video coaching (provided through First Nations Schools Association) to all teachers and education assistants who have taught or assisted with the program. Our high school math teacher reported seeing advancements in students' skills as they systematically work through the program.

### Attendance

We have seen a steady improvement as we continue working toward achieving 85% attendance. We had 2 students with perfect attendance in the school year and 7 students who had perfect attendance 9 out of 10 months. Our month by month perfect attendance is also improving. There were 92 students with perfect attendance for the month of June.



## Culture and Language

We held a number of sweats this year for our students. Our morning prayer and phrase of the week were a highlight for both students and staff, helping us promote and give breath to the Halq'eméylem language.

Students and staff participated in the annual Halq'eméylem Translation Contest with our kindergarten students winning their division. It was wonderful to have our students and staff participate in this contest at the Kilgard Longhouse and witness our only remaining fluent speaker, Elizabeth Philips, read a story to everyone in Halq'eméylem.

Going forward, we expect continued growth and engagement from our newly formed Parent's Advisory Council. K4 to grade 3 are such critical years in the literacy of our students. We anticipate moving forward with a blended 4's program, as indicated by Council. When children are kindergarten ready, they have a greater opportunity to succeed and actually be ahead by grade 1.

## Student Population

School	# Students
Agassiz Christian School	3
Agassiz Elementary Secondary School	36
Coquihalla Elementary School	2
Hope Secondary School	1
Kent Elementary School	46
Seabird College	20
Seabird Island Community School	111
Seabird Island Pre-School	16
St Mary's Elementary School	3
Sts'ailes Community School	3
Unity Christian School	5

## IN-SCHOOL PROGRAM

The In-School program receives funding from Indigenous and Northern Affairs Canada. Their funding formula is based on the previous year's nominal roll; meaning that there are limits to the amount of financial assistance available to students.

Students who are listed on the Nominal Roll are eligible to receive the following:

- Ancillary services
- School supply allowance
- Student allowance
- Summer school services and tutoring service
- Graduation allowance and graduation incentive
- Honour roll incentive

## Education Ceremony

The annual Education Awards Ceremony was held in June. The ceremony honours students that graduated this school year with special recognition of post-secondary and grade 12 graduates as well as honour roll students.

The Education Committee would like to thank Tyrone McNeil for being our Master of Ceremonies. A special thank you to Angie Chapman and staff for helping and being great partners of the event. We would also like to thank Stacy McNeil, Linda Kay, Rod Peters, Sally Hope and Chuck McNeil for their assistance and participation.





*Names left to right: Kayla Lachapelle, Jada John-Olney, Gilbert Joe, Sunny Mussell, Dredan Naistus, E. Felix Harry, Ryan Williams*

## HIGH SCHOOL GRADUATES

Ernest Harry, Seabird Island Community School  
Francois Mussell, Seabird Island Community School  
Dredan Naistus, Seabird Island Community School  
Kayla Peters, Seabird Island Community School  
Quinton McNeil-Bobb, Agassiz Elementary Secondary School  
Anna McNeil-Bobb, Agassiz Elementary Secondary School  
Owen McNeil-Joseph, Agassiz Elementary Secondary School  
Marshall Pennier, Agassiz Elementary Secondary School  
Seth Pettis-Adair, Agassiz Elementary Secondary School  
Gage Sipple, Agassiz Elementary Secondary School  
Ryan Peters-Nordal, Unity Christian School

## POST-SECONDARY GRADUATES

Brianna Robotham, Bachelor of Psychology  
Karla Kay, Indigenous Teachers Education Program  
Stephanie Williams, Early Childhood Education

\* Please note, this list only contains graduates who submitted their transcripts.  
Students who did not submit their transcripts by deadline will be added to next years' list.



## POST-SECONDARY STUDENT ASSISTANCE PROGRAM

The Post-Secondary Student Assistance Program provided various forms of financial assistance and support to 36 students pursuing post-secondary studies. The program offered financial support towards the students' application, registration fees, tuition, books, supplies, living allowance, computer assistance subsidies, travel allowance, and graduation incentives.

Institution Attended	# of Students		
Algonquin College	1	Saskatchewan Polytechnic	1
Art Institute of Vancouver	2	Seabird College / Northern Lights College	4
Camosun College	1	Simon Fraser University	1
Capilano University	1	Southern Alberta Institute of Technology	1
College of New Caledonia	1	Southern Alberta Institute of Technology	
College of the Rockies	1	Polytechnic	1
Heriot Watt University	1	Thompson Rivers University	1
Interior Heavy Equipment Operator School	1	University of British Columbia	3
Kwantlen Polytech University	1	University of the Fraser Valley	8
Medicine Hat College	1	University of Victoria	1
Mount Royal University	1	Vancouver Island University	1
Nicola Valley Institute of Technology	1		
Royal Roads University	1		



# Health & Social Development



## Carolyn Neufeld, Health & Social Development Director



This year has been one of growth and appreciation for all that we have to offer our Members and our partner communities. Some of the successes we have seen this year include:

- Our Early Childhood Centre of Excellence boasts a strong cultural look and feel. This year, we welcomed Pre-School to the Centre.
- We are pleased to provide addictions services in the form of a men's and a women's recovery home, with new certifications for Dr. Robert Fox as an addictions specialist. As a result, we are now hosting Community Members as well as other communities in our recovery homes. With the opening of these homes, we have provided employment opportunities to eight Band Members.
- Cheam is building their own health center, as is Shxw'ow'hamel. We continue to provide some health services to both communities and celebrate with them as they move into their new buildings.

A highlight of this past year includes completing our mid-point evaluation in our transfer agreement. A report will be coming out shortly so that everyone can read about how we have met our promises for quality services in the past five years, as well as recommendations for the next five years. We are now entering into our next cycle of accreditation and will add Home and Community Care to our list of accredited services this coming year.

We continue to push forward, to identify needs and to develop new programs and opportunities. We are proud of the work we do and appreciate the many opportunities we are given to make a difference in all we do.





## ACCREDITATION

Accreditation is voluntary and we have chosen to take part because it contributes to improving quality, reduces risks and strengthens our accountability. We want to ensure that our Health Services are of excellent quality, they are safe and that we are continually improving.

In January 2018, surveyors from Accreditation Canada will visit Seabird again to determine whether we continue to meet national standards for Aboriginal Health Services. In preparation, we are working to improve the following aspects of our program delivery: Home Visitor Safety Program, an infection control manual and working group, violence prevention for staff, orientation for newly hired health staff, medication safety and falls prevention for clients, as well as emergency and fire safety plans. We are constantly working on our health services – to improve and expand where we see the need or the gaps. Our aim is to receive an Excellence in Health Services Award again.

## COMMUNITY SERVICES

Community Services organizes and hosts events throughout the year. We held the annual Seabird Island Community Halloween Party, Community Christmas Dinner and a special Christmas Dinner for the Elders, as well as the First Nations Festival.

We hosted the Aboriginal Provincial Canoe and Kayak Championship as well as the Baseball Miracles Camp which was organized in partnership with the District of Kent White Sox baseball team.

Through our Sport Sponsorship Program, we were able to sponsor 136 children in various tournaments, leagues and sports.

2,030 bookings took place in the Band Office boardrooms and the gym with 35 of these booked by Band Members' for personal events. We also oversee foyer bookings for the purpose of fundraising events. The Elders, for example, have been raising money for their Alaska trip. This year, for the first time, we saw an increase in the number of groups booking the foyer. The foyer has been booked Monday to Thursday.





## Recreation

Recreation includes the Fitness Centre, evening sports, sports camps and in-house workshops. We have created a variety of programs to suit different age groups and capabilities.

In the past year, we hosted five development camps in five different sports which included rifle shooting, volleyball, baseball, lacrosse and canoeing, taking place over four sessions. We had eight in-house workshops on bicycle safety, repairs including training to keep fit in winter months, eating habits and body conditioning.

Staff have teamed up with other programs, including Nutrition, Summer Recreation and the Elders' program to provide information sessions, in-home fitness programs and activities.

Our Fitness Centre was used 1,400 times this last year and our sport development camps drew 408 participants.







## Youth

Our program has grown a great deal this year, with approximately 40 Youth attending or showing an interest in the events and outings we coordinate and offer each week. Our monthly outings sees a participation ranging from 10 – 30. Staff are visiting local schools to build connections with and offer support to Youth.

Our goal is to connect with all Youth in the community and ensure they're aware of our program, outings and events they can attend. Language and culture is encouraged and incorporated in our program. We support Youth to build the courage to drum and sing at events.

Fifteen of our Youth attended the Gathering our Voices Aboriginal Conference in Victoria along with 1,500 First Nations peers. The Conference theme was culture and all activities were rooted in exploring, learning and engaging in culture. A Youth from our community was honoured at the Conference for being a great role model in sport, school and within the community.

Our Youth Resiliency Project continues to be funded by the Canadian Institute of Health Research. Our goal is to develop a strategy to make our young people stronger and prevent suicide. Youth engage in activities that connect them to the land and community. We learned about culture, traditional plant gathering and teachings, harvesting, visiting fishing camps and local harvesting areas. Youth learned

about our lands; land stewardship, land erosion and preservation. Through meeting with Elders, they learned how to make drums, rattles, and hygiene products.

This summer, we will be creating a video that highlights their new knowledge to allow us to share what we have learned about land-based resiliency strategies in other communities.

## Elders

The Elders program provides opportunities for Elders to get out of the house and encourages interaction with each other, the community and Seabird College students. Research has shown that social interaction for seniors contributes to healthier aging. Many of our Elders are repeat attendees, which means getting out, beats sitting at home.

In the last year, Elders have participated in Tai Chi which can improve balance, stability, mental capacity, concentration, lower body and leg strength. It can also help with arthritis pain and reduce blood pressure, relieving physical signs of stress. Tai Chi increased from 70 participants in the fall to 102 in the new year.

Staff made 451 home visits and hosted a variety of outings with a total of 138 participants. The Elders College was attended by a total of 178 participants.



## DENTAL CLINIC

The Dental Clinic provides services such as teeth cleaning, hygiene care, restorative care, dentures and cosmetic dentistry, as well as check-ups and oral cancer screenings.

We served 3,444 patients in 2016, meeting our goal for the year. The Clinic is pleased to include a female dentist and to announce our new early morning hours:

Monday and Thursday from 8:00 a.m. - 5:30 p.m.  
 Tuesday and Wednesday from 8:30 a.m. - 5:30 p.m.

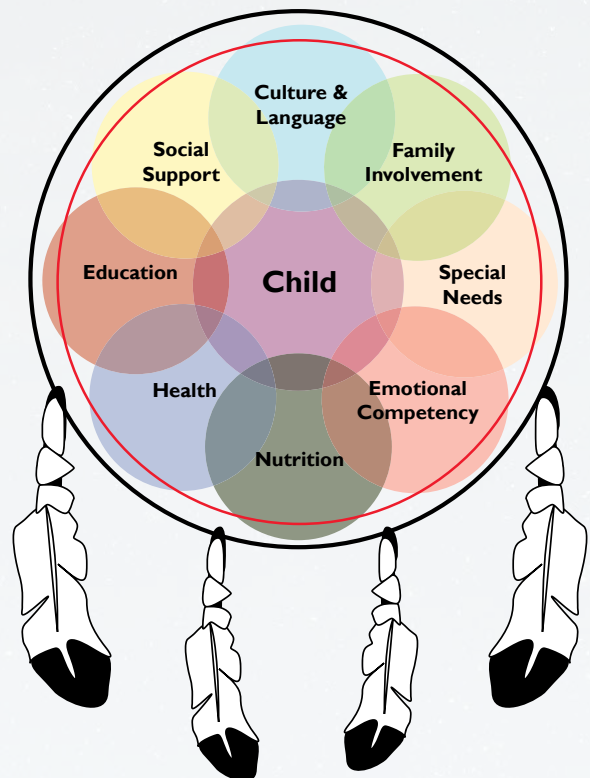
We continue to offer walk-in hours on Tuesday afternoons starting at 1:00 p.m.



## EARLY CHILDHOOD DEVELOPMENT

Early Childhood Development staff have spent the last year settling into our new Early Childhood Centre, which was opened last fiscal year. We are now happily at home in the facility. The facility's layout creates the perfect flow between programs and its windows let in natural light. We've also painted rooms to liven and warm them up. The children are flourishing in their new learning spaces.

Early Childhood Development offers fifteen programs that provide services to families and children 0 – 12. All programs teach the eight dimensions, we embrace the whole picture of child development and learning.







## Aboriginal Infant Development

The Aboriginal Infant Development program provides culturally appropriate supports and resources to children and parents where there is a risk of or an identified developmental delay. The program is all about early identification of needs and early intervention, to impact healthy infant development.

This year, 112 toddlers and children received home visits, activity planning, assessments or were connected with other beneficial services.

## Aboriginal Supported Child Development

The Aboriginal Supported Child Development Program offers services to children and Youth 0 – 19 who have special needs or require extra support due to physical, cognitive, communicative, social and emotional development or behaviours. Our staff work hand-in-hand with other Early Childhood Development programs to screen children with parental consent and provide follow-up if there are areas of concern. This year, 43 children actively received services. Through this extra support, children can be included in childcare, pre-school or after-school settings with cultural safety and sensitivity.



## Bus for Education and Aboriginal Resources (B.E.A.R.)

The B.E.A.R. Bus is a mobile program for expecting parents and children up to six years of age. We assist off-reserve family's access to early learning and intervention programs. This year, 20 families participated in our program.

## Daycare

The Daycare provides licensed childcare to 49 children who are between three months to kindergarten age. This year, 12 infants, 12 toddlers and 25 three - six year olds attended. The Daycare is fully licensed through the Fraser Health Community Care and Assisted Living Childcare Licensing Branch, which means that we meet child to staff ratios and provide on-going staff training. Next year, the Daycare will be celebrating its 20<sup>th</sup> anniversary.

The Daycare has eleven staff, all of whom are First Nations, four of which are Band Members. We fully support staff development and have a number of staff working and pursuing their Early Childhood Educator certification through Seabird College in partnership with Northern Lights College. Many have completed their Infant/Toddler and Special Needs certification and are moving on to Speech and Language Assistance certification in the fall.



### **Ey Qwál Speech & Language**

The Ey Qwál Speech and Language program provided children 0-6 with speech and language support if they are experiencing delays or difficulties. This year, 77 children participated in the program across a number of communities. Next fall, Seabird College plans to offer a Speech and Language certification program.

### **Head Start On-Reserve**

The Head Start On-Reserve program serves children 0-6 and their families on Seabird Island, Cheam, Shw'ow'hamel and Skwah. We offer activities, circle time, culture and language, field trips and opportunities to enjoy nutritious snacks and meals in a family setting. This year, up to 70 families from Seabird Island took part in our program as well as over 100 families across our four communities.

### **KindiCare After-School Care**

The KindiCare program provides after-school care to children ages 5-6. The program is designed to meet the needs of kindergarten children who are too old for daycare but lack the school-aged skills needed for out of school care. We build a bridge from daycare to out of school care and ultimately, to grade one. This year, five children participated in the program.

### **Out of School Care and Summer Program**

Early Childhood Development took over responsibility for both Out of School Care and the Summer Program which serves children 5-12. This year, 75 children participated in our Summer Program.

Children participated in field trips to Grouse Mountain, the Othello Tunnels, Bridal Falls Waterpark and Cultus Lake Waterpark. Through this program we were able to hire local Youth over the summer.

### **Pre-School**

Our Pre-School teaches children 3-4 through play and art activities. This year, 34 children attended the program.

Our Halq'emeylem Immersion Preschool, called Language Nest, supported five children fully immersing themselves in our culture. Children learned to speak and sing in Halq'emeylem.

### **Young Parents Program**

The Young Parents Program provides daycare 0-36 months who have parents attending high school. The program also provides training opportunities to young parents to build life and parenting skills, career and education counselling. Five children have regularly attended the program.





## EMPLOYMENT AND SOCIAL DEVELOPMENT

### Employment Services

Services include employment training and job search, life skills training, work experience placements, driver training and work readiness assessments. We approach services in a holistic way – a person cannot sustain a job if they have no means of getting to work and they cannot land a job if they do not have some employable skills.

Also, through Employment Services we provide driver training, youth work experience programs and wage subsidies (when funding permits). Our program has assisted many Band Members build up their résumés and find a foothold in the workforce.

Anyone of First Nations descent or self-declaring as First Nations can make an appointment with our career development practitioners – they help people access basic skills training, including first aid, essential skills (reading, writing, computer skills, etc.) and Workplace Hazardous Materials Information Systems (WHMIS). WHMIS is required in any workplace where a person might work with or be exposed to hazardous materials, which might include farming, landscaping, janitorial, cleaning, welding and other trades. Employment Services works closely with Seabird College, helping people decide on what training is available locally and then working with College staff to ensure education and training success.

Our accomplishments this year have included:

- Six clients completing their Class 7L,
- 15 clients completed their Class 7N
- Three clients completing their Class 5 driver's licenses.

Seventeen Youth participated in the Youth Employment Program last summer and completed either one or both babysitting and first aid certification, as well as gained résumé, interview and introduction to driving skills.

The Enhanced Service Delivery Program boasts 79 clients having moved into employment or further training in Welding, Early Childhood Education or Business Administration.

### Social Development

Social Development addresses basic needs such as housing, food and clothing. We have worked with over 300 clients, including children and spouses.

We offer a grocery order service for clients monthly. Through bulk purchasing we offer Community Members staple food items at a discount. Our team has delivered over 350 grocery and meat pack orders this year. We also offer a Traditional Food Bank service to any Community Member in need, preparing roughly 580 packages. Clients and Community Members alike took advantage of our donated clothing closet.



## MENTAL HEALTH

A:yelexw “In Good Health” Recovery Homes

We are delighted to report that our new Recovery Homes are open. The men’s and women’s Recovery Homes help those looking to overcome addictions and substance use issues. Three-year funding was provided through Fraser Health for ‘stabilization and transitional living residences’ for both Homes. Given our holistic approach to Health Services, it made sense to pursue this opportunity. Our facilities provides room for 13 men and 10 women, services include counselling, education, employment and life skills support in group and individual settings. People can refer themselves or be referred through healthcare practitioners, Fraser Health or other community programs.

The next step is to build a facility that houses both the men’s and women’s homes, offering space for four family units as well. This would allow families to be restored for men, women and children separated due to troublesome circumstances to re-group and move forward with life changes.



## Counselling

This year, we offered both men’s and women’s support groups focusing on empowerment, life skills and cultural teachings. We also offered a concurrent disorder group which focused on mental illness and substance use. The group is both educational and empowering, providing training on how to deal with anxiety, trauma, depression and other mood disorders. Participants also looked at how substance use affects the mind, body and spirit.

In November, we hosted our annual National Addictions Awareness activities. We held our annual Walk for Awareness with school students, promoting awareness with students, families and the community. Our Jeopardy Night for Youth provided information about substance use and cultural teachings. A community information session discussing fentanyl was also offered. Community members were informed of the dangers of fentanyl and a demonstration was given on how to use naloxone kits.

Our staff also taught about medicinal plants and harvesting. We gathered St John’s Wort, sage and soap berries for making ‘Indian ice cream.’





*Family Development hosted a Family Day event where Seabird families had the opportunity to have family photos taken.*

## **Family Development**

Families are very important to us. Our main priority is to keep families together and thriving. We do this by addressing issues and concerns that might otherwise result in a child being removed from the home.

The Family Development program works with families alongside other Health and Social Development staff to address issues as soon as they come up. We provide a team approach, with services such as household budgeting and coaching in the management of the household (cleanliness, healthy parenting and school

attendance). Staff liaise between Seabird Island and the Ministry of Children and Family Development. The social workers from the Ministry play a key role in helping our families and they also take part in our events and activities. They now have offices on Seabird which allow them to be more accessible, visible and to get to know our community better.



## NURSING

Our Nursing program consists of Home and Community Care, Maternal and Child Health, Communicable Disease Control and Management, Pre and Post Natal Care, Diabetes and Nutrition, Community and School Health, Children's Oral Health Initiative and Kwiyo:s Maternal Child Health.

We provide nursing services to 17 communities including: Seabird Island, Chawathil, Union Bar, Cheam, Shxw'ow'hamel, Scowlitz, Skwah, Squiala, Kwaw'kwaw'apilt, Fraser Thompson (Boothroyd, Boston Bar and Spuzzum), Lytton, Skuppah, Kanaka Bar and Kwikwetlem.

Staff had a total of 1,432 encounters with clients, seeing a total of 397 Members which works out to roughly 3.6 encounters per Member.

Throughout the year, we hosted diabetes labs as well as immunization, mammogram and optometry clinics. Drop-in wound and foot care clinics were also offered. Our information sessions covered topics such as

prevention strategies and lifestyle choices, healthy meal planning and cooking on a fixed income. We also offered a Diabetes Conference in March which was attended by 149 participants and staff. Participants were offered screenings and learned about food and lifestyle choices.

The Celebration of Life brought together all generations, from the very young to community Elders. This year's theme was surviving Christmas and honouring our loved ones no longer here. Our Aboriginal Breast Cancer Survivor Support Group hosted an evening of celebration and laughter. All of our women are currently in remission. Goals were set, nutritional guidelines reviewed, as well as tips shared for a healthy new year: healing sounds, swimming, yoga, stress reduction and nutrition.





## Better at Home

Better at Home provides non-medical support to Elders to help them function well at home. We deliver services to Stó:lō communities including: Chawathil, Cheam, Kwantlen, Leq'a:mel, Scowlitz, Seabird, Shxw'ow'hamel, Skowkale, Skwah, Soowahlie, Squiala, Sts'ailes, Sumas and Tzeachten.

Staff have worked 2,947 hours in 2016 with 64 of those hours spent in companionship and friendly visiting, 825 in housekeeping, 95 in snow shoveling, 1,890 in yard work and 57 in transportation.

## Children's Oral Health Initiative

The Children's Oral Health Initiative is a dental screening and fluoride treatment program. The program provides education and fluoride treatment to promote healthy teeth and screens to prevent tooth decay. Community Health Representatives and Licensed Practical Nurses are trained by a dentist to act as aides.



## Communicable Disease Control and Management

Immunizations are 95% up-to-date for all babies and children thanks to monthly immunization clinics and routine school health sessions.

A Registered Nurse specializing in sexual transmitted disease is available to discuss sexual health and birth control in one-on-one or Youth group discussions. We have continued with HIV/AIDS information distribution which overlaps with a variety of events, such as Pre and Post Natal, Alcohol and Drug workshops and Youth as well as School Health classes.

## Home & Community Care

Home and Community Care provides home-based care for Elders with chronic health conditions and disabilities, acute illnesses or recent surgeries. Home care and home support services are implemented based on a mutually identified care plan.



## **Kwiyo:s Maternal Child Health**

Kwiyo:s (Respected Aunty) Maternal Child Health builds relationships with moms who may be at risk, help reduce the risk of having a baby with fetal alcohol spectrum disorder. Kwiyo:s staff make home visits, or host group sessions such as the prenatal circle, which connects families to help each other. Kwiyo:s staff are doula trained (birthing coaches) and can help in trying to make pregnancy and childbirth a more comfortable and positive experience.

## **Maternal Child Health**

The Health and Social Development team encourages breast or formula feeding and proper feeding techniques and habits to ensure healthy baby growth. Nurses provide education on fetal alcohol spectrum disorder through the Maternal Child Health team and Prenatal Nutrition service, as well as through displays, presentations and community events. This year, the program provided services to 92 parents and 82 babies and toddlers. Six to fifteen families attend Prenatal Circle along with their babies 0-6 weeks old.

## **Mobile Diabetes**

The Mobile Diabetes program traveled to 53 communities this year, covering 18,268 kilometres by road and 1,142 by air. The program provides screenings, testing and treatment for diabetes and diabetes-related ailments. This year, we saw 559 clients at over 80 clinic days in the following communities:

Adams Lake, Ahousaht, Ashcroft, Bonaparte, Bridge River, Canim Lake, Chawathil, Cheam, Cook's Ferry, D'Arcy, Kamloops, Kanaka Bar, Klemtu, Kwaw-Kwaw-Apilt, Kwantlen, Leqamel, Little Shuswap, Lower Nicola, Lower Similkameen, Matsqui, Mt. Currie, Musqueam, Neskonlith, Okanagan, Osoyoos, Penticton Conference, Samahquam, Scowlitz, Scw'exmx, Seabird, Seton Lake, Skeetchestn, Skwah, Skway, Shxw'ow'hamel, Simpcw, Siska, Skatin, Skowkale, Soowahlie, Splitsin, Squamish, Stó:lō, Sumas, Tipella, Tsawwassen, Tzeachten, Upper Nicola, Upper Similkameen, Westbank and Yale





## Nutrition and Fitness

The Nutrition and Fitness program provides services to 8 First Nations communities in the Fraser Valley and Canyon region including Cheam, Kwaw-kwaw-aplit, Lytton, Scowlitz, Seabird, Shxw'ow'hamel, Skwah and Squiala.

Our objectives are to reduce:

- The incidence of chronic diseases, specifically diabetes and heart disease.
- The effects of and complications associated with diabetes and heart disease and other chronic illnesses.
- The incidence of childhood obesity and related illness through nutrition, physical activity, education and prevention strategies.

Our team hosted monthly Community Kitchen events featuring sessions on home canning, soup making and cooking lessons. We also provided a monthly diabetes support group event, Pre and Post Natal education sessions, family cooking and one-to-one sessions as well as our annual Nutrition Run/Walk. This year, 375 people participated in the Nutrition Run/Walk, with 22 people completing the full 10 kilometres.

We also organized an Autoimmune Disorder Conference with workshops in anti-inflammatory cooking, pain management, arthritis and mobility, physical therapy, traditional medicines, Yoga and Tai Chi.

## Pre & Post Natal

Pre and Post Natal sessions provided nutritional screening, education and counselling; maternal nourishment, breast feeding education and support, exercise, transportation, childcare support, and access to medical support.

In 2016, we supported 40 families, including expectant moms and new parents with infants under one year. Monthly sessions include fetal and infant development as well as screen time, Baby Welcoming Celebration, fathers bonding with babies, summer safety, clothing swap and a Community Engagement Fair. Sixty families attended the 2016 Baby Welcoming Celebration.





## PRIMARY CARE

### Health Clinic

The Health Clinic provided a variety of medical expertise and health services: Family Physicians, Psychiatry, Optometry, Pharmacy, Dental Care, Midwifery, Massage Therapy, Naturopathy and Traditional Medicine, Maternal and Child Care and more.

Dr. Robert Fox has been on educational leave this year to pursue a specialty in addictions. This will be a great complement to our Recovery Homes.

This year, we saw 9,462 patients. Acupuncture was added as a temporary clinic and the response was enthusiastic with 145 patients seen over two days. We had a student nurse practitioner practicum placement

on our team for two months and we are eager to host more students which provides them with a perspective on how we provide health services for First Nations communities and beyond.

We held six Optometry Clinics with a total of 289 clients served. The Screening Mammogram Clinic provided 34 women with screenings.





## SEABIRD COLLEGE

Seabird College was created in 2008 and achieved accreditation through the Private Career Training Institutions Agency of BC in 2014. We are now designated under the newly minted Private Training Institutions Branch under the mandate of the Ministry of Advanced Education of BC.

Seabird College ran four of our accredited programs in 2016, including: Business Administration, Professional Cook as 'Camp Cook', Education Assistant and Hair Stylist. Some programs are offered in partnership with public institutions where this makes economic sense due to lack of facilities, funding arrangements or certification requirements. Students may complete a vocational program alone or complete their Adult Dogwood Diploma as well if they had not already done so.

Seabird College awarded 89 certificates and diplomas this year.

Program	Graduates
Adult Dogwood Diploma	15
Business Administration	9
Camp Cook Partner: University of the Fraser Valley	8
Construction Craft Worker Partner: University of the Fraser Valley	10
Education Assistant	19
Early Childhood Education Partner: Northern Lights College	12
Hair Stylist	8
Welding Level 1 Partner: University of the Fraser Valley	8



# Community Christmas Dinner





# Public Works, Housing & Custodial Services



**Greg Cross,**  
Public Works, Housing &  
Custodial Services  
Director



The Public Works, Housing & Custodial Services teams are dedicated to being on the cutting edge of many fields through innovation as well as renewable and green technologies. Our teams are responsible for the overall planning, development and management of the housing and public works resources, overseeing our rental housing units, as well as the security, emergency services, maintenance and custodial services.





## CUSTODIAL SERVICES

The Custodial Team provides essential services to approximately 98,000 square feet which 22 Band buildings: Administration, Health, College and facilities. Our team also works alongside the Events team to support events and functions.

We provided services to 34 events. Eight of those events had over 300 guests, four were for over 200 guests, eight were for over 100 guests and 14 were for events with 50 guests. Our team schedule has continued to vary depending on program and facility needs as well as events.

Custodial standards for Health and Social Development are influenced by Accreditation Canada review processes. Our next review will begin in January 2018 and one of the main criteria for our team was to become certified Building Service Workers. The Building Service Worker certification teaches commercial cleaning procedures for all surfaces, including chemicals and chemical handling, Workplace Hazardous Materials Information System and other safety matters. These skills are essential to better support and maintain our required standards for Accreditation.

This year, our Custodial team took part in training with the First Nations Health Authority. The training taught hand washing and personal protective equipment procedures. On-going education ensures our team acts on the latest knowledge and maintains high standards.





### Call reasons:

• Downed hydro lines	8
• BC Ambulance Service (medical)	6
• Structural fires	3
• Motor vehicle accidents	3
• Natural gas leak or hazardous materials	3
• Commercial alarms	3
• Vehicle fires	2
• Brush or grass fires	2
• Complaints of burning	2
• RCMP assistance	1
• Public Works assistance	1
• Mutual aid calls	2

## EMERGENCY SERVICES

The Seabird Island Fire Department attended two major structural fires. Our firefighters gained control and extinguished the fires, leaving the residents able to recover personal items from inside the homes. In both cases, the damage was extensive. One requiring major structural rebuilding and the other was deemed a total loss. While one fire is still under investigation by the Royal Canadian Mounted Police, the other is believed to be accidental and caused by a carelessly discarded cigarette.

Due to severe storms this winter season, the number one reason for calls were downed power lines. The Fire Department responds to these calls, creates a safe perimeter around the hazard until BC Hydro crews can arrive. Our second most common call came from the BC Ambulance Service. It's becoming common throughout the province for local fire departments to respond alongside ambulances because of the limited resources.

We responded to a total of 36 calls, compared to the 32 last year.

Our firefighter training continued throughout this year with regular practice sessions on Tuesday evenings. During these sessions, we continue to focus on our exterior firefighter program. We've also attended occasional sessions with the Agassiz Fire Department for specialized training.

The Fire Department is in the process of planning a recruitment drive in April to bolster the number of firefighters. Currently, we have nine active, two recruits and one junior firefighter on our roster.

Eight firefighters attended the First Nations Emergency Services Society's Training Expo in June to participate in practical training at the Justice Institute of British Columbia's Maple Ridge campus. The training included: self-contained breathing apparatus, ladders, fire extinguishers and exterior fire attach. This training was offered free of charge.

In the fall of 2016, the Fire Hall received an electrical upgrade to install a subpanel and plug to allow for generator operation during power failures. This is an important asset to the Fire Department. We are now able to keep radios and pagers charged during power failures and it will allow us to continue to operate at a higher level than if the power was out.

We received 500 combination smoke and carbon monoxide alarms as well as 235 kitchen fire extinguishers through the First Nations Emergency Services Society and we are currently in the process of installing them in all homes within the community.





## HOUSING

Housing manages and facilitates our on-reserve Housing program as well as assists and advises Band Members on housing needs. We aim to provide affordable, healthy housing while promoting and supporting home ownership. All activities within Housing are guided and framed around our Community Housing Policy which was implemented in 2013.

We currently have 163 homes, 87 of which have mortgages, 76 without mortgages and 16 individually owned mortgages.

Housing receives tenant correspondence through various means on a daily basis regarding anything from policy questions to maintenance concerns. Our Housing Maintenance team has worked hard throughout the year to keep up with work orders for rental units while our administrative staff have been busy processing requests and working on expanding and maintaining our rental housing.

We have submitted a total of 44 applications to Indigenous and Northern Affairs Canada:

- 19 applications for renovations
- 11 for mould
- 10 for lot servicing
- Three for individual mortgage subsidy
- One for building 3 duplexes

In total we conducted 158 inspections and received 672 work orders, with 644 completed and 28 carried over to the next fiscal year. Work orders have included renovations and replacements of:

- One partial kitchen, due to fire
- Kitchen bathroom cabinets, tubs, toilets and sinks
- Septic tanks and well pumps
- Window and doors
- New appliances
- Furnace or hot water tanks

We are working alongside Lands, the SPCA and the Fraser Valley Regional District to provide dog law enforcement and pet services to the community. This year, there were 60 calls due to loose animals:

- Eight dangerous dog call outs
- Five animal cruelty calls
- 23 cat or kitten surrenders
- Six dog or puppy surrenders

Cat owners took advantage of the spay or neuter program with a total of six cats being spayed or neutered. No dog owners took part. 134 Community Members have registered their pets with Seabird.



Our greatest challenges have been:

- Lack of funding.
- Outstanding rental arrears.
- Access to rental homes during scheduled appointments.
- Consistent Dog Law enforcement.

## CAPITAL PROJECTS

Capital projects rebuilt a home that suffered a total loss due to fire. We also built three duplexes, providing six new homes to the community.

## PUBLIC WORKS

Public Works has received 1,900 work orders this year. Staff have been able to complete 1,820 of those, with 80 being carried over to the next fiscal year.

Through our Public Works program, we have renovated or replaced floors, kitchen cabinets, windows, appliances, painted as well as completed mould treatments.

In partnership with Custodial Services, we strive to maintain our 21 facilities, keeping them safe and clean by looking after utilities, security and alarms, heating and cooling, water, as well as securing or opening facilities. Public Works also oversees community infrastructure, garbage, compost, recycling, water and waste water systems (include lift stations), fleet vehicles, road maintenance and signage. Some of these services are offered in partnership with the District of Kent, Recycle BC, Valley Transfer and Recycle, Fraser Valley Fire Protection, ESC Automation, BC Hydro, Fraser Valley Regional District, Westchem and Norich Electric to name a few.

We are happy to assist the community with monthly major garbage pick-up and weekly bin drop-off (by appointment) and septic work as needed. We continue to keep the community up-to-date on our services using the bi-monthly newsletter.



# Conclusion



Message from  
**Daryl (Chuck) McNeil**  
**Chief Administrative  
Officer (CAO)**



I am very happy to share our achievements in this year's Annual Report. It has been a noteworthy year. Our dedicated Chief & Council have worked in tandem with our committed and hardworking Directors and staff. Everyone has done their part to create healthy independence. I am pleased to be part of this team and look forward to our continued growth.

This year we held our first election under our newly approved Election Code. Our Health and Social Development team have been busy reaching new hallmarks, including opening our new Recovery Homes. These much needed services have been created for the community and will provide important services to help build a stronger community. Recreation has been busy this year promoting sports and fitness through hosting lacrosse, hockey, baseball, archery, rifle shooting, soccer and volleyball development camps.

The Seabird Island Community School celebrated the highest number of High School graduates. They also hit another record with 23 students graduating from grade 7. Everyone continues to make progress towards the goal of reaching an average of an 85% attendance level. With the continued efforts of Chief & Council, Directors, staff, community and students we will meet our goals and continue to make us all proud.

Public Works, Housing & Custodial Services has been very busy maintaining our buildings so we can continue to be proud of them and get longevity of use. The School roof replacement project is expected to begin in the next fiscal year. Their team took advantage of special grants from Canada 150 that also enabled us to upgrade the gymnasium with new flooring, paint and heating system.

Lands & Government Affairs celebrated the positive outcome of the Land Use Plan referendum. This guideline will serve the community for years to come.

As we wrapped up this remarkable year it gives us the drive to jump into next year in a good way with confidence that we will only continue to be strong and grow. The teamwork shown by all involved in building a stronger community is a great example of a healthy interdependence.





Chief	Portfolio
<b>Clem Seymour</b>	<ul style="list-style-type: none"> <li>• <b>Chair</b> - Council Executive Committee</li> <li>• <b>Chair</b> - Office of the CAO</li> </ul>

Councillors	Portfolio
<b>Alexis Grace</b>	<ul style="list-style-type: none"> <li>• <b>Chair</b> - Justice</li> <li>• <b>Co-Chair</b> - Education</li> <li>• <b>Co-Chair</b> - Health &amp; Early Childhood Development</li> <li>• <b>3<sup>rd</sup></b> - Development Corporation</li> </ul>
<b>Marcia (Marcie) Peters</b>	<ul style="list-style-type: none"> <li>• <b>Chair</b> - Health: ECE, Child &amp; Family Services</li> <li>• <b>3<sup>rd</sup></b> - Council Executive Committee</li> <li>• <b>3<sup>rd</sup></b> - Office of the CAO</li> <li>• <b>3<sup>rd</sup></b> - Administration</li> <li>• <b>3<sup>rd</sup></b> - Public Works, Housing &amp; Custodial</li> </ul>
<b>Janice Parsey</b>	<ul style="list-style-type: none"> <li>• <b>Chair</b> - Lands &amp; Government Affairs</li> <li>• <b>Co-Chair</b> - Council Executive Committee</li> <li>• <b>Co-Chair</b> - Office of the CAO</li> <li>• <b>Co-Chair</b> - Administration</li> <li>• <b>Co-Chair</b> - Development Corporation</li> <li>• <b>3<sup>rd</sup></b> - Rights &amp; Title and Fishing</li> </ul>
<b>Rodney (Rod) Peters</b>	<ul style="list-style-type: none"> <li>• <b>Chair</b> - Education (College)</li> <li>• <b>Co-Chair</b> - Public Works, Housing &amp; Custodial</li> </ul>
<b>Stacy McNeil</b>	<ul style="list-style-type: none"> <li>• <b>Chair</b> - Education</li> <li>• <b>Chair</b> - Public Works, Housing &amp; Custodial</li> <li>• <b>Co-Chair</b> - Justice</li> <li>• <b>Co-Chair</b> - Lands &amp; Government Affairs</li> </ul>
<b>Paul Andrew</b>	<ul style="list-style-type: none"> <li>• <b>Chair</b> - Administration</li> <li>• <b>Chair</b> - Development Corporation</li> <li>• <b>Chair</b> - Rights &amp; Title and Fishing</li> <li>• <b>3<sup>rd</sup></b> - Education</li> </ul>
<b>Linda Kay</b>	<ul style="list-style-type: none"> <li>• <b>Chair</b> - Culture, Language &amp; Heritage</li> <li>• <b>Chair</b> - Health &amp; Early Childhood Development</li> <li>• <b>Co-Chair</b> - Education</li> </ul>
<b>Ronald (Zack) Joe</b>	<ul style="list-style-type: none"> <li>• <b>Chair</b> - Culture, Language &amp; Heritage</li> <li>• <b>Co-Chair</b> - Rights &amp; Title and Fishing</li> </ul>

Message from  
**Chief Clem Seymour,**  
Siyemya



**Paul Andrew,**  
Councillor





**Linda Kay,**  
Councillor



**Zack Joe,**  
Councillor



## Alexis Grace, Councillor



“Do not spoil what you have by desiring what you have not; remember that what you now have was once among the things you only hoped for.” - Epicurus

I am grateful to have the opportunity to reflect upon a year of vast accomplishments Seabird Island has founded within all Departments of the organization. I humbly appreciate the profound responsibility to continue to serve the Community and Membership as an elected member of Chief and Council.

In terms of Governance, we have motioned further into autonomy over the past year and embark upon a new and unfamiliar term within leadership, through a model of Governance that has been achieved under a new election code. I must utilize this opportunity to reflect upon where we've come from. Recognizing and honouring the work of leaders before us. Decades of commitment from individuals who served the people and community of Seabird Island; completely, with integrity and earnest desire to grow the identity that is Seabird Island. I have and will continue to carry these lessons in the ample work ahead of us as a governing body.

Over the course of the past year I have shifted to focus on my elected position of leadership within Seabird Island. I have obtained a renewed perspective to what my individual role as part of a new governing team could implore. The separation and distance achieved is

what can serve to define structure in our Governance, as increased awareness and comprehension of the strengths and deficiencies within our leadership develops. I commit to working towards a balance within these views, offering a perspective inclusive of honour for our past and enthusiasm for the potential of the future. A broader understanding of the trust in our processes, administration and the immense potential members and community control.

Seabird is unlike any other, I am certain we have the potential to make monumental impacts for our people when this balance can be achieved. The work and the example begins with leadership it is dependent upon. The Community and the affluence, we are fortunate to have within our immediate boundaries and beyond.

Like years past, I hold the lead the safety and justice portfolio. I leave and hand off the Housing and Public Works portfolio to undertake the portfolio roles in Health and the College. While continuing on as a third alternate to the portfolio of the Development Corporation.

Thank you so much to the Community and Membership. Each individual is the root and reason why we have the programs and services we do and why we are here to serve.

In gratitude.



## Marcia (Marcie) Peters, Siyolwelh Councillor



It has been my pleasure this year to take on two new portfolios: Children and Family Services as well as Early Childhood. I have had many opportunities to attend meetings with families and Ministry of Children and Family Services staff to observe and contribute to the services our families receive.

Currently, we have a full-time Social Worker and Support Worker, funded by the Ministry to work with our families. Ensuring that they get the support they need and that children remain with their families. Our staff work hard to prevent breaking up families and we support them as they transition to healthier lifestyles.

My second portfolio is Early Childhood. I have spent many hours at our Early Childhood Centre of Excellence getting to know the variety of programs and services that we offer. I have seen how our programs and the Ministry are interdependent, families rely on

the services of our Daycare, Pre-school, Supported Child Development and Head Start programs to help them raise healthy, happy children. One of the goals of this coming year is to ensure that all pre-schoolers are ready for kindergarten. As a result, we have turned the Pre-school 4's program into a full-day in partnership with Seabird Island Community School.

I am very proud of what Seabird has to offer our Members and families. I will continue to work towards achieving our strategic goals.

Yalh yukw kwas hoy, thank you.

## Janice Parsey (Harris), Councillor



I am the daughter of Grand Chief Vincent and Beatrice Harris, granddaughter of Chief Alfred and Lena Hope. I grew up on Seabird so I have always been involved with the community in one form or another. It has been a part of my teachings to respect and do what is right for our community. Seabird is my roots, my home and my family, I will always do what I can to help better our community.

During my first months on Council, I have been getting to know the background of procedures, policies and how everything and everyone interacts with each other within the Band administration. With my background in administration and finance I believe I can contribute to make changes that will tighten up policies and make them more fair and equitable, however this will take time to make the changes and put them into effect.

I chose my portfolios based on where I felt I could be most effective. These have proven to keep me very busy. As a Member, I only looked at Council meetings as the only part of Council duties. Each portfolio is a huge responsibility with several other meetings to attend. This has proven to be very time consuming. There is so much going on in each of the portfolios that we can

only be responsible for the ones we are a part of. We rely on portfolio holders to understand and be up-to-date on all of the activities within their portfolios.

The one area we really need to improve is the communication to our Members. We really need to hear your voice and want to hear all of your comments and concerns. We welcome any recommendations or suggestions to improve in this area.

We are having a strategic planning session with the community in November 2017. With a more defined strategic plan, we will be able to report back to the community more effectively. I would also like to encourage you to attend Quarterly Band Meetings. We will make sure there is a time for Members' questions and comments. I also invite you to contact me at any time.

I look forward to being on Council for my three year term. I will do my best to make a difference, move toward interdependence and be accountable to the Members of Seabird Island.

Respectfully.



## Rodney (Rod) Peters, Councillor



Greetings, it has been a pleasure to serve my third term on the Council. My background has been in education at Seabird 11-years and the public school system 22-years from Agassiz to Boston Bar. I also strived towards completing the Aboriginal Leadership Certificate and Aspiring Leadership Program. This enabled me to bridge or connect local First Nation communities with the surrounding municipalities to work together in harmony.

At the Seabird Governance-level, I've committed to attending all regular and mandatory meetings. Through office visits and meetings I have met with Housing, Public Works, Capital and Seabird College staff. It has been beneficial to listen and receive information from the Directors, Managers and Staff. We reviewed the mapping, infrastructure, housing phases built, existing home lots and future lots including roadways, sewage and power.

I also had the privilege to tour and view the college, new homes and the refurbished home at Strawberry Island prior to new tenants moving in. It has been great to see the two Recovery Homes, community core buildings such as the Seabird Island Community School new cedar shake roof and digital signage at the entrance as well as the new pavement at Seabird College.

At the regular Chief and Council meetings, it has been a pleasure to see, listen and answer questions from Members. With stakeholders or business-minded people; their introduction, information and deliberation are rewarding. This is so our community, staff and leadership move forward in unity towards successive trials and change.

The Quarterly Band Meetings and the strategic planning by Community Members with staff and leadership are of the utmost importance. Involvement and collaboration with respect and patience help us set achievable short and long term goals. In relation to all policies and procedures, these will all align with the 20-year vision.

In closing, I thank all Community Members for your involvement, questions and being part of a progressive Band. This is in reference to programs and services for the infants, children, Youth, adults and Elders.

Yalh yukw kwas hoy, thank you.

## Stacy McNeil, Councillor



Law! Hello,

I am deeply honoured to have been recently elected to serve my community as leadership for the next 3-years. The changes made with the new Election Code mark a significant turn towards encouraging and acknowledging community input into our growth and management. It is my belief that Seabird is capable of many great things; however, those achievements will only be made walking with and listening to our Members and our families.

My family roots are strongly embedded in Seabird soil. The McNeil's, like so many of our families, are branches of the Bobb tree. My grandmother, Genevieve (aka Pat) McNeil (nee O'Brien nee Wells) of Union Bar, married my grandfather John McNeil-Bobb, grandson of Johnny Bobb (Pap) and had ten children together. Widowed in 1968, my grandmother became a single mother who worked hard to raise her children through tough times. Even in the toughest times, my grandmother supported others

in need: with food, child care or even a place to stay. She never complained of her hard work, fishing, food preservation or even trying to stretch small meals to feed many mouths. She saw something that needed to be done and she did it – without demand.

It is she that has guided my father and then myself. It is she that has shown me that we must all work for what we need and want. It is with her and my father in mind, that I continue to practice their ways of fishing, helping others when needed and working hard to provide for my people.

I grew up here in Seabird, attended our school, worked in our café, truck stop and for our organization. My children are doing the same. My heart, my home, is here. I look forward to working with all of you to continue to make this a good place to be and to grow opportunities for our people and our children.

Yalh yukw kwas hoy, thank you.



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Yalh Yuxw Kwa s Hoy (Thank you)

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